Highlights of the new agreement include:

**Wage Increases:** 3% July 1, 2016; 2.5% July 1, 2017; 2% July 1, 2018

**Casual Employees:** No increased requirements but changed from “nine shifts” to “108 hours” every six months. Added an incentive bonus; casual nurses who work 400 hours or more in a calendar year will receive a $500 bonus.

**Weekend Shifts:** Nurses will schedule themselves for weekend shifts on an equitable rotational basis to ensure that the burden of weekend work is equally shared.

**Mandatory Ed & Step Increase:** If a nurse has not met all mandatory education requirements in the previous year their annual step increase shall be delayed until all mandatory education requirements are completed.

**Certification Bonus:** Certification bonus will be paid annually, $500 for full-time and $250 for part-time nurses. Added Certified Professional in Healthcare Quality (CPHQ) to the list of certifications eligible for the bonus.

**New BSN Differential:** Nurses with a BSN will receive a differential of $1.00 per hour.

**Paid Holidays:** Added Memorial Day, Independence Day and Labor Day to the list of paid holidays (1 ½ times pay for hours worked on the holidays).

**Health Insurance:** The hospital will continue to pay the full monthly premium for employee-only coverage (75% of that for part-time nurses). Two bargaining unit nurses shall join the Hospital-wide health insurance committee which shall be
Contract Ratification Vote Scheduled  (continued from page 1)

responsible for reviewing any changes to the healthcare plan; the committee will make every reasonable attempt to make consensus-based decisions.

Required Certifications: If a nurse signs up for a Hospital-offered class for a required certification but does not attend the nurse will be responsible to obtain the certification at their own expense.

Labor/Delivery Premium Pay: The premium will now be paid through the recovery period as defined by AWHONN standards.

Charge Nurse LOA: Appointed charge nurses must be competent in all Nursing Departments excluding Surgical Services; management may perform charge duties for a particular shift if there are no nurses competent to fill the role as defined in the LOA.

ONA Bargaining Unit Leadership Conference

Sept. 30 - Oct. 1, 2016 • Portland, OR

Upgrade your nurse leadership skills at ONA’s Bargaining Unit Leadership Conference Friday, Sept. 30 to Saturday, Oct. 1 at the Portland Hilton and Executive Towers in downtown Portland.

- Solve local issues through concentrated actions
- Build strength with issue-based organizing
- Identify and develop new nurse leaders
- Use Oregon’s hospital nurse staffing law to improve your workplace

Join ONA nurses and staff from across Oregon to discover new ways to engage your coworkers, build nurse strength and create a community of committed advocates who can lead changes in your facility.

This leadership development event is free for ONA members and student affiliates.

Visit the ONA website for more information. Registration will open Summer 2016.

www.OregonRN.org

Important ONA Nurse Resources

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